

# Developing an Advanced Nurse Practitioner in hospice care:

## a workforce transformation project

### Introduction

Twelve hospices from the Executive Clinical Leads in Hospice and Palliative Care (ECLiHP) regional group are working in partnership with support from Skills for Health (SfH). The intention is to support delivery of a flexible and responsive 24/7 hospice admission and assessment service through redesign of the existing workforce to introduce an Advanced Nurse Practitioner (ANP) role within the teams.

### Aim

To improve the quality of care for people with complex palliative and end of life care needs, and their families, by ensuring 24/7 direct admissions access to specialist in-patient hospice beds and emergency out of hours assessment in the community.

### Desired outcome

Clinical Commissioning Groups recognise and commission a 24/7 service for people with complex palliative and end of life care needs and their families based on:

“This is an excellent example of how working in partnership to develop the workforce innovatively can really make a difference to the access and quality of care you can provide.”

- The development of a new ANP role in hospice care using SfH Transferable Role Template methodology and support
- An Education and Training framework to underpin the new role
- A Job Description for the ANP role in hospice care which allows hospices to individualise accordingly
- A successful Business Case

### How will we achieve all this?

- Develop partnership working arrangements
- Create a Clinical Reference Group, plan project approach

- Identify our evaluation process and conduct baseline evaluation
- Workshops to agree the tasks and activities required by the role
- Agree the scope and career framework level of the role
- Map the agreed tasks and activities required by the role to National Occupational Standards (competences)
- Articulate the learning and development required by the role to facilitate the agreement of an education programme
- Complete clinical/technical skills training and competency sign off
- Develop and agree Business Case
- Measure the impact by pre-agreed Key Performance Indicators
- Share the outcomes and our learning

For further information visit [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)

